

1 IN THE CLAIMS

2  
3 Please cancel Claim 1. ✓

4 Please add the following new claims:  
5

6 ~~20~~ 1. A method for providing a store compensation system using  
7 network-based computer software applications to integrate and  
8 manipulate employee payroll and human resource information to  
9 determine and monitor employee compensation for single or multi-  
10 location companies, wherein said method comprises the steps of:  
11 inputting employment data into a computer system for at  
12 least one employee;  
13 recording sales transaction data for said employee;  
14 uploading said transaction data to a central database;  
15 calculating compensation due to said employee based on  
16 said transaction data;  
17 recalculating said compensation at predetermined times;  
18 and  
19 providing said compensation due at predetermined times  
20 for display;  
21 wherein said computer system stores said transaction data  
22 and performs said calculating; and  
23 wherein said central database performs said recalculating to  
24 determine accuracy of said compensation.

1 ~~21~~ 3. A method according to claim 2, wherein said method further  
2 comprises the step of:  
3 using said employee data to create a compensation plan  
4 for each said employee.

5  
6 ~~22~~ 4. A method according to claim 3, wherein creating said  
7 compensation plan comprises the steps of:

8 determining business labor rules;  
9 establishing relationships for said transaction data to  
10 calculate commission earnings;  
11 establishing overtime parameters; and  
12 establishing commission earnings parameters for each  
13 said transaction data.

14  
15 ~~23~~ 5. A method according to claim 4, wherein said establishing  
16 commission parameters comprises the steps of:

17 selecting commission plan detail from a setup menu;  
18 selecting parameters for a plurality of commissions and  
19 incentives;  
20 selecting restrictions for each said commission parameter;  
21 identifying sales transactions;  
22 determining the quantity of said sales transactions; and  
23 computing said commission.

1 *At* 5. A method according to claim 4, wherein said establishing  
2 relationships comprises the steps of:  
3 configuring merchandise departments;  
4 grouping said departments in clusters; and  
5 assigning values to each of said clusters.

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*Cost. 25*  
7 *B1* 6. A method according to claim 6, wherein said configuring  
8 comprises the steps of:

9 selecting a company to which said transaction data  
10 applies;  
11 selecting a description of said merchandise associated  
12 with said transaction data;  
13 selecting a commission code for said merchandise; and  
14 determining commission eligibility of said merchandise;  
15 wherein said commission code corresponds to commission type  
16 for said merchandise, and  
17 wherein said determining commission eligibility fixes said  
18 compensation calculations.  
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1 <sup>26</sup> 8. A method according to claim 2, wherein said inputting  
2 comprises the steps of:  
3 selecting setup from a main menu;  
4 selecting a compensation plan;  
5 selecting to add employee data;  
6 inputting a code corresponding to a location for said  
7 *Cost.* employee;  
8 *B1* inputting a job function code;  
9 inputting a compensation state type code; and  
10 inputting a compensation geographic area.

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12 <sup>27</sup> 9. A method according to claim 2, wherein said recalculating  
13 occurs bi-weekly.

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15 <sup>28</sup> 10. A method according to claim 2, wherein said recalculating  
16 comprises the step of:  
17 comparing said calculated compensation with historical  
18 compensation for said employee to determine if  
19 said calculated compensation is consistent with  
20 said historical compensation.

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22 <sup>29</sup> 11. A method according to claim 2, wherein said calculating  
23 commissions comprises the step of:  
24 polling said transaction data.

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1 12. A method according to claim 2, wherein said calculating  
2 commissions further comprises the step of:  
3 adjusting said calculated earnings; and  
4 recalculating said calculated earnings.  
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6 13. A method according to claim 2, wherein changes to said  
7 calculating commissions may be made manually.  
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9 14. A method according to claim 2, wherein said method further  
10 comprises the steps of:  
11 inputting employee hours into said computer system;  
12 loading a sales history table from said computer  
13 system;  
14 determining a pay period for said sales transaction  
15 data;  
16 inserting said sales transaction data and historical  
17 sales transaction data into an employee  
18 recalculation table;  
19 performing said recalculating; and  
20 inserting said sales transaction data into said sales  
21 history table.  
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23 15. A method according to claim 2, wherein said display is via a  
24 monitor.

1 <sup>34</sup> 16. A method according to claim 2, wherein said display is via a  
2 printed report.

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4 <sup>35</sup> 17. A system for calculating employee compensation, wherein said  
5 system comprises:

6 means for inputting employee data into a central  
7 database;

8 means for inputting transaction data into said central  
9 database;

10 means for creating a compensation plan for each  
11 employee; and

12 means for generating an employee job table from said  
13 data;

14 wherein said means for creating uses said employee data and  
15 said transaction data to create said compensation plan; and

16 wherein said system uses said compensation plan to calculate  
17 said compensation.

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19 <sup>36</sup> 18. A system according to claim 17, wherein said compensation  
20 plan comprises incentives.

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22 <sup>37</sup> 19. A system according to claim 18, wherein said incentives are  
23 established on the basis of quantity sold.

1 <sup>38</sup> 20. A system according to claim 18, wherein said incentives are  
2 established by selecting a department group, an earnings code, a  
3 type of sale, a type of incentive program, a sequence number, and  
4 a commission percentage corresponding to an appropriate sales  
5 volume and price.

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7 <sup>39</sup> 21. A system according to claim 20, wherein said commission  
8 percentage is dependent on said sales volume.--

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